

**Purpose of the PEP**

**Results**

- o Overall Score (25 Evaluations) = 3.17
- o Highest Score Team Work and Relationship at 3.38.
  - “This was good meeting. Very little negativity and honest communication.”
- o Lowest Score – Consistency at 2.90
  - “There is a way to go, but there is focus on it.”

**Significant Comments**

- o Take Action
  - “I think we are all busy and stretched thin. We are doing the best we can and I think we need to try to figure out ways to find time for action items between meetings.”
  - “Encourage Task Teams.”
  - “Need to identify and develop environmental training.”
  - “Action teams need to meet between ESLT meetings.”
- o Provide Recognition
  - “Based on previous meetings, my expectations were very low. This was a very good meeting with a much more collaborative feeling.”
  - “I think for the most part the group is developing a good working relationship and a far better sense of team work than at the beginning. There are still some people who aren’t participating and who seem to have a bit more of an adversarial attitude, but I think overall we are making great progress.”
  - “Far better communication than previous meetings.”
- o Other
  - “I think we need the tables configured so we can see each other! This will help us hear each other as well.”
  - “Task Team needs to put in more work.”
  - “DEC’s still frustrated but progress is being made.”
  - “Need to gain consistency as to Envir. Awareness training.”
- o Positive
  - “Awesome – ground rules being followed – time kept – Everyone gets a chance to speak and be heard.”
  - “Gary did a very good job leading the meetings.”
  - “This team is beginning to understand how each area affects the other.”
  - “Good agenda, good order.”

**Partnership: (ESLT) Environmental Services Leadership Team**

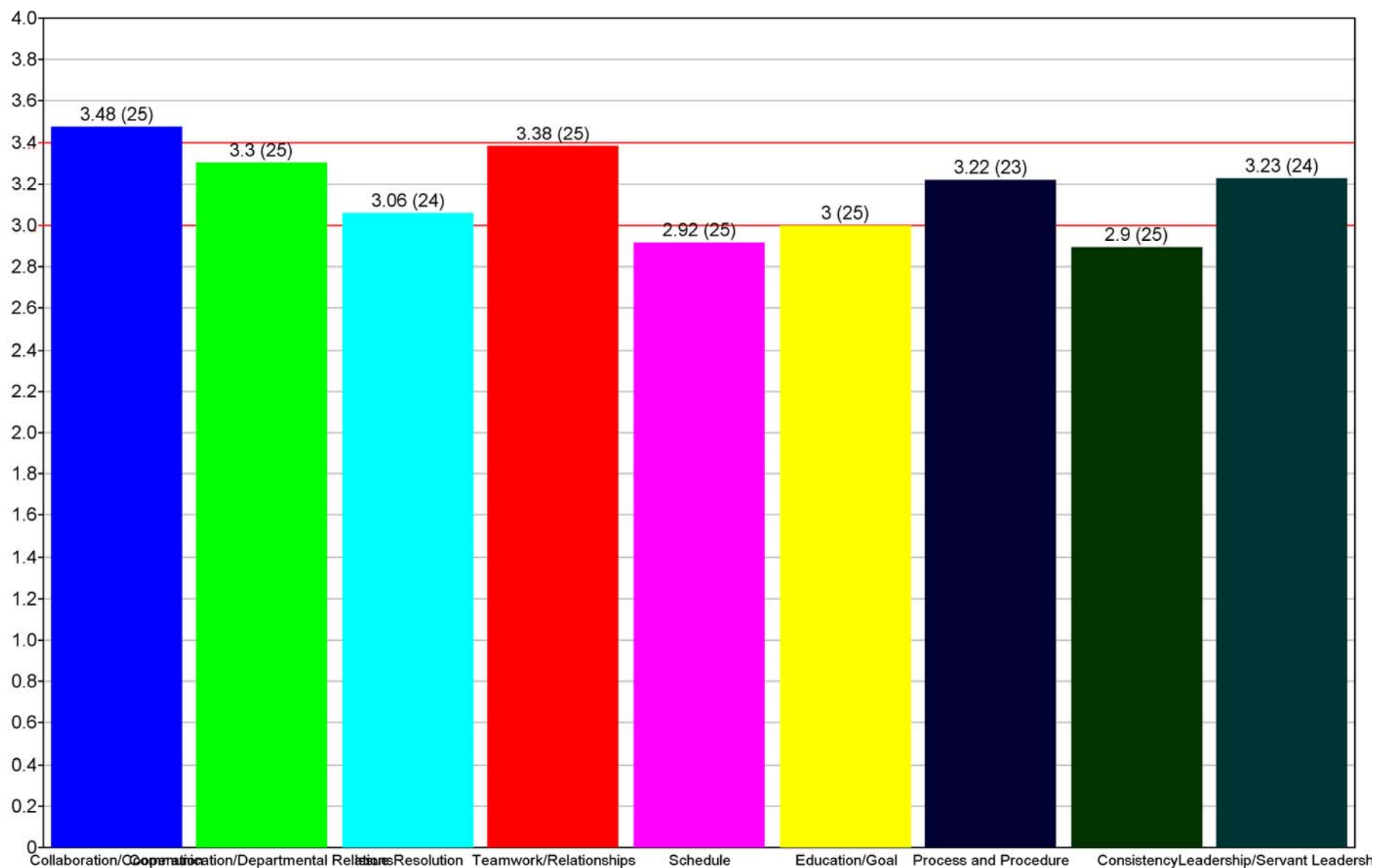
Partnership: ESLT - Environmental Services Leadership Team

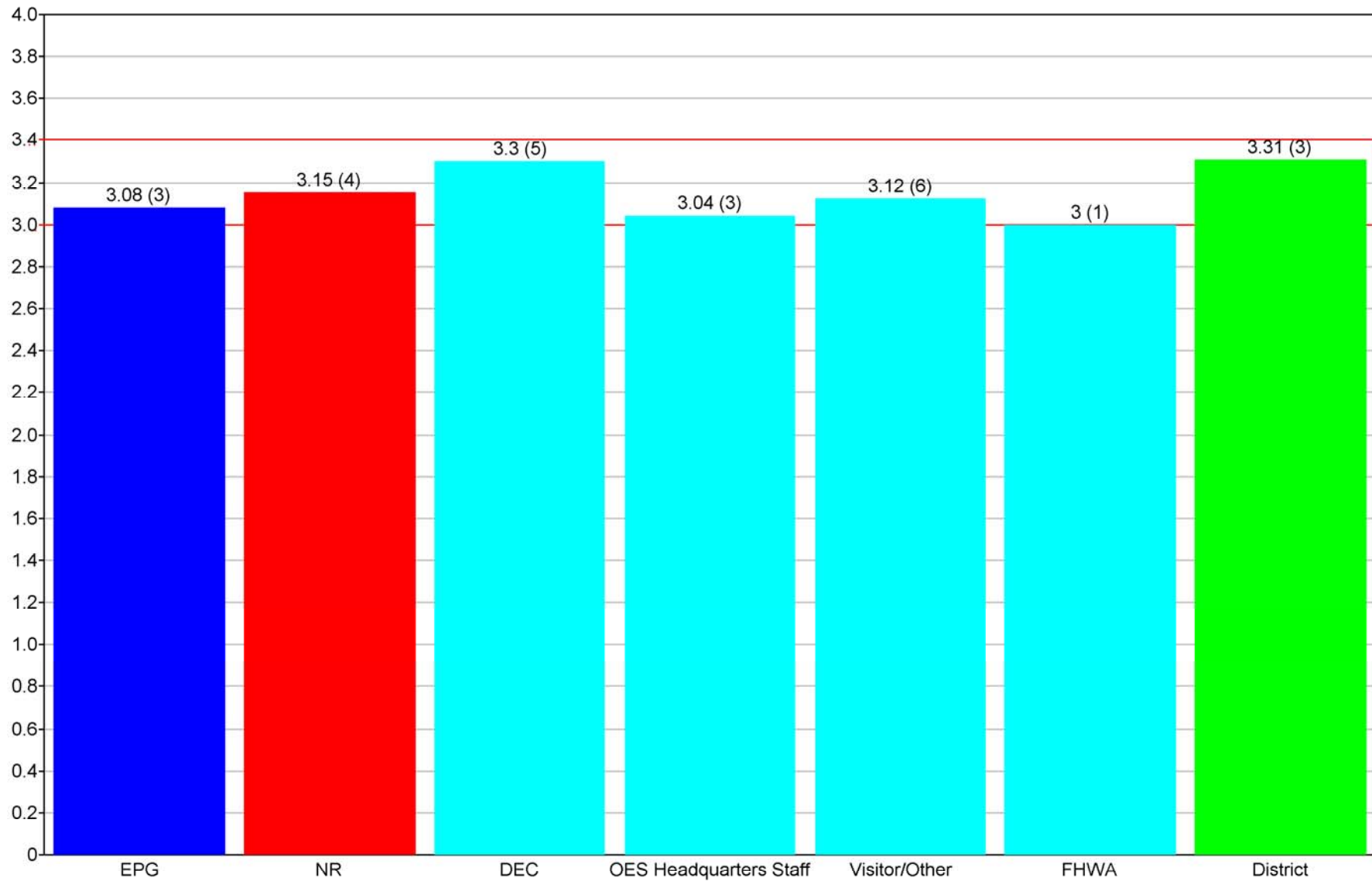
Evaluator Type	Period	Type	Comment	Eval Type	Eval
EPG	9/2008		Still need to work harder on seeing each others expectations - Non DEC folks need a better perspective of what DEC's do and at the same time DEC's generally speaking, need to realize that other OES Staff is equally busy and important in meeting ADOT's mission.	Collaboration/Cooperation	3.50
EPG	9/2008	PR	Based on previous meetings, my expectations were very low. This was a very good meeting with a much more collaborative feeling.	Collaboration/Cooperation	4.00
NR	9/2008	PR	Former rivals are now working together towards a common goal.	Collaboration/Cooperation	4.00
NR	9/2008		People are still territorial and defensive.	Collaboration/Cooperation	3.00
DEC	9/2008		Awesome - ground rules being followed - time kept - Everyone gets a chance to speak and be heard.	Collaboration/Cooperation	4.00
OES Headquarters Staff	9/2008		Im not convinced everybody has bought in the process. Good open communication though.	Collaboration/Cooperation	3.00
Visitor/Other	9/2008		Some/Many individuals are known to have strained relationships/very different opinions. That was not evident too much here.	Collaboration/Cooperation	4.00
District	9/2008		This team is starting to gel. Good interaction between members.	Collaboration/Cooperation	3.50
EPG	9/2008	PR	Same comment as above. Far better communication than previous meetings.	Communication/Departmental Relations	4.00
NR	9/2008		Went well to each other at the ESLT.	Communication/Departmental Relations	3.50
DEC	9/2008		We are on the way - getting better! Need agenda and meeting minutes sooner.	Communication/Departmental Relations	3.50
DEC	9/2008		A good start opening doors and truly sharing info.	Communication/Departmental Relations	4.00
DEC	9/2008		Doug Forstie talks the talk, but Im not convinced he walks the walk.	Communication/Departmental Relations	3.00
DEC	9/2008		I think we need the tables configured so we can see each other! This will help us hear each other as well. (Diamond shape)	Communication/Departmental Relations	3.50
Visitor/Other	9/2008		The HOT Series not being initially reviewed by NR and EPG illustrates the lack of open communication.	Communication/Departmental Relations	2.00
FHWA	9/2008		Great job Gary!	Communication/Departmental Relations	3.00
District	9/2008		Good having Doug Forstie for a short time at the meeting. Need to set up scheduled meetings with the SEO.	Communication/Departmental Relations	3.00
EPG	9/2008		Working at ELST. Do we actually have buy-in from DEC's to use in real-work environment?	Issue Resolution	3.00
EPG	9/2008	PR	I think we are heading in the right direction in this area, but this group is too new to say that the proceedings are functioning or not - they are being developed.	Issue Resolution	0.00
DEC	9/2008	TA	Task Team needs to put in more work.	Issue Resolution	2.50
District	9/2008		DEC's still frustrated but progress is being made.	Issue Resolution	2.50
EPG	9/2008	PR	I think for the most part the group is developing a good working relationship and a far better sense of team work than at the beginning. There are still some people who arent participating and who seem to have a bit more of an adversarial attitude, but I think overall we are making great progress.	Teamwork/Relationships	3.50
NR	9/2008		Better each time.	Teamwork/Relationships	4.00
DEC	9/2008		Need commitment from DEC's and OES Team Members to attend entire and all meetings.	Teamwork/Relationships	3.50
DEC	9/2008		The team is starting to work together.	Teamwork/Relationships	4.00
DEC	9/2008		This was good meeting. Very little negativity and honest communication.	Teamwork/Relationships	3.50
OES Headquarters Staff	9/2008		Attitude is much better. Glad to see the team coming together.	Teamwork/Relationships	3.00
FHWA	9/2008		Getting better.	Teamwork/Relationships	3.00
District	9/2008		Very good job leading the meetings.	Teamwork/Relationships	3.50
District	9/2008		This team is beginning to understand how each area affects	Teamwork/Relationships	3.50

			the other.		
EPG	9/2008		Need to up delivery of work groups.	Schedule	3.00
EPG	9/2008	TA	I think we are all busy and stretched thin. we are doing the best we can and I think we need to try to figure out ways to find time for action items between meetings.	Schedule	1.50
NR	9/2008		Still in our infancy.	Schedule	3.00
NR	9/2008	TA	Action teams need to meet between ESLT meetings.	Schedule	2.50
DEC	9/2008		This area needs work but getting better each time.	Schedule	3.00
DEC	9/2008	TA	Encourage Task Teams	Schedule	3.00
OES Headquarters Staff	9/2008		Starting late.	Schedule	2.50
OES Headquarters Staff	9/2008		Very productive meeting. Nice job.	Schedule	3.50
OES Headquarters Staff	9/2008		Need to be better with timelines for work groups. Meetings need to follow set schedule better; more time needs to be given for certain issues 1 hour per issue is fine as long as they are not combined with others-allow enough time!	Schedule	2.50
Visitor/Other	9/2008		Not great with meeting.	Schedule	2.50
Visitor/Other	9/2008		Start on time - Stop on time	Schedule	2.50
EPG	9/2008		We are addressing education needs and are on the right track. It is too early in the process to judge the effectiveness of the efforts.	Education/Goal	3.00
NR	9/2008		Moving forward - Good start this meeting.	Education/Goal	3.00
NR	9/2008		Satisfactory blg of newness of group - need to develop training matrix.	Education/Goal	3.00
NR	9/2008	TA	Need to identify and develop environmental training.	Education/Goal	1.00
DEC	9/2008		Work in progress	Education/Goal	3.00
OES Headquarters Staff	9/2008		Need an organized plan for what education topics occur when. Great start.	Education/Goal	3.00
District	9/2008		Thanks for the Org charts and a practical agenda	Education/Goal	4.00
District	9/2008		Need to "fix" the MSLT Env. Awareness Training.	Education/Goal	3.00
EPG	9/2008		Processes and procedures are evolving along with the group.	Process and Procedure	0.00
NR	9/2008	PR	Good agenda, good order.	Process and Procedure	4.00
NR	9/2008		Change seems to be difficult.	Process and Procedure	3.00
DEC	9/2008		Subgroups need to meet and achieve goals.	Process and Procedure	3.00
DEC	9/2008		Limited to within OES.	Process and Procedure	3.50
DEC	9/2008		Env. Awareness - Discussion on training was excellent, I think it helped the group.	Process and Procedure	4.00
OES Headquarters Staff	9/2008		Action teams need to be more productive.	Process and Procedure	3.00
EPG	9/2008		Were working on this but have a lot more work to do. I think it will evolve along with the group.	Consistency	1.50
NR	9/2008		Need to gain consistency as to enviro. awareness training.	Consistency	3.00
NR	9/2008		All DEC's need to use the work order system when the predefined triggers are activated.	Consistency	2.50
DEC	9/2008		Needs more work - need to get on same page with work orders and training programs.	Consistency	2.50
OES Headquarters Staff	9/2008		Still needs work.	Consistency	3.00
Visitor/Other	9/2008		Not feeling statewide consistency.	Consistency	2.50
District	9/2008		There is a way to go, but there is focus on it.	Consistency	3.00
EPG	9/2008		I think that the concept of servant leadership and the ESLT mission have little to do with one another. Both are important and valuable but I don't see them as truly integrating in this group nor do I think they necessarily should.	Leadership/Servant Leadership	0.00
NR	9/2008		Track progress to stay the course. Evaluate feedback.	Leadership/Servant Leadership	3.50
District	9/2008		John gave a very good presentation.	Leadership/Servant Leadership	4.00
District	9/2008		Keep this on the agenda at each meeting.	Leadership/Servant Leadership	3.50

**Partnership: (ESLT) Environmental Services Leadership Team**

Partnership:		ESLT - Environmental Services Leadership Team									
Evaluator Type	Period	CC	Comm	IR	TW	Schedule	ED	PP	Cons	LSL	Avg
NR	9/2008	3.50	3.50	3.00	4.00	3.00	3.00	0.00	3.00	3.00	3.25
NR	9/2008	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
NR	9/2008	4.00	3.50	3.00	3.50	2.50	1.00	4.00	2.50	3.50	3.06
NR	9/2008	3.00	3.50	3.50	3.50	3.50	3.00	3.00	3.00	3.50	3.28
EPG	9/2008	3.00	3.00	3.00	3.50	3.00	3.50	3.50	2.50	3.00	3.11
OES Headquarters Staff	9/2008	3.00	3.00	3.00	3.00	2.50	3.00	3.00	3.00	3.50	3.00
Visitor/Other	9/2008	4.00	3.00	3.00	3.00	2.50	2.00	3.00	3.00	3.00	2.94
Visitor/Other	9/2008	3.50	2.00	3.00	3.00	3.00	2.00	3.00	3.00	3.00	2.83
Visitor/Other	9/2008	4.00	3.50	3.50	3.50	2.50	3.00	3.00	2.50	3.50	3.22
Visitor/Other	9/2008	4.00	3.50	3.50	3.50	2.50	3.00	3.00	3.00	3.00	3.22
Visitor/Other	9/2008	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
District	9/2008	3.50	3.00	2.50	3.50	3.50	4.00	4.00	3.00	3.50	3.39
DEC	9/2008	3.50	3.50	3.00	3.50	3.50	4.00	4.00	3.00	3.50	3.50
Visitor/Other	9/2008	3.50	3.50	3.50	3.50	3.50	3.50	3.50	3.50	3.50	3.50
EPG	9/2008	4.00	4.00	0.00	3.50	1.50	3.00	0.00	1.50	0.00	2.92
District	9/2008	3.50	3.00	3.00	3.50	3.00	3.00	3.00	3.00	3.50	3.17
DEC	9/2008	3.50	3.50	3.00	3.00	2.50	3.50	3.00	3.00	3.00	3.11
DEC	9/2008	4.00	3.50	3.50	3.50	3.00	3.00	3.00	2.50	3.50	3.28
DEC	9/2008	3.50	4.00	3.00	4.00	3.50	3.50	3.00	3.50	3.00	3.44
EPG	9/2008	3.50	3.50	3.00	3.50	3.00	3.00	3.00	3.00	3.00	3.17
DEC	9/2008	3.50	3.00	2.50	4.00	3.00	3.00	3.50	3.00	3.00	3.17
District	9/2008	3.50	4.00	3.00	3.50	3.00	3.00	3.50	3.00	4.00	3.39
FHWA	9/2008	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
OES Headquarters Staff	9/2008	3.50	3.50	3.00	3.00	2.50	3.00	3.00	3.00	3.00	3.06
OES Headquarters Staff	9/2008	3.00	3.00	3.00	3.00	3.50	3.00	3.00	3.00	3.00	3.06
	EPG	3.50	3.50	3.00	3.50	2.50	3.17	3.25	2.33	3.00	3.08
	NR	3.38	3.38	3.13	3.50	3.00	2.50	3.33	2.88	3.25	3.14
	District	3.50	3.33	2.83	3.50	3.17	3.33	3.50	3.00	3.67	3.31
	Development	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	FHWA	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
	DEC	3.60	3.50	3.00	3.60	3.10	3.40	3.30	3.00	3.20	3.30
OES Headquarters Staff		3.17	3.17	3.00	3.00	2.83	3.00	3.00	3.00	3.17	3.04
	Visitor/Other	3.67	3.08	3.25	3.25	2.83	2.75	3.08	3.00	3.17	3.12
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Stakeholders		3.48	3.30	3.06	3.38	2.92	3.00	3.22	2.90	3.23	3.17

**PEP Goals By Partnership - (ESLT) Environmental Services Leadership Team****Data Is Based Upon 25 Evaluations (Sep 2008 - Sep 2008)**

**PEP Ratings By Partnership - (ESLT) Environmental Services Leadership Team****Data Is Based Upon 25 Evaluations (Sep 2008 - Sep 2008)**

PEP Flags By Partnership - (ESLT) Environmental Services Leadership Team  
(Sep 2008 - Sep 2008)

Partnership	Period	EPG Evals	EPG Avg	NR Evals	NR Avg	Dist Evals	Dist Avg	Deve Evals	Deve Avg	FHWA Evals	FHWA Avg	DEC Evals	DEC Avg	OES Evals	OES H Avg	Visi Evals	Visit Avg	Evals	Avg	Evals	Avg	Proj Avg	High Eval	Low Eval	Rate
ESLT Environmental Services Leadership Team	9/2008	3	3.08	4	3.14	3	3.31			1	3.00	5	3.30	3	3.04	6	3.12					3.17	4.00	1.00	

Partnership Flags Report Represents The Standard Five Goals

- Partnership Needs Help Criteria
- a) Ratings Fall Below 3.0 Per Team For 2+ Months. (PEP Software Capability)
  - b) Negative Comments (Partnership Leader Review)
  - c) Low Stakeholder Participation (Partnership Leader Review)

- Partnership Excelling Criteria
- a) Ratings Are Above 3.4 Per Team for 2+ Months. (PEP Software Capability)
  - b) Neutral or Provide Recognition Comments (Partnership Leader Review)
  - c) Good Stakeholder Participation (Partnership Leader Review)